

alabama  
community,  
junior &  
technical  
colleges

# PROFESSIONAL development news

VOLUME 2 NO 1

OCTOBER 1985

## GOVERNOR PRAISES TWO-YEAR SYSTEM

Please allow me to take this opportunity to congratulate you, the faculty and staff of the community, junior, and technical college system, on having completed the first year of a comprehensive



effort in professional development which represented one of the largest and most ambitious planning efforts ever undertaken in our state education system. Your dedication, determination, and hard work brought national recognition to the state of Alabama, and I commend each of you. Through your efforts, the two-year college system is recognized as a system with a vision toward the future.

Professional growth is a basic, intrinsic need of all individuals. Not only does it represent growth of the personnel throughout the system, but the end result is quality instruction for our two-year college students.

Once again, funding has been provided for the professional development of the faculty and staff throughout the two-year college system. The Legislature and I look forward to the opportunity of working with the State Board of Education and all two-year college personnel by providing opportunities for the development of a stronger educational program for Alabama students within the community, junior and technical colleges.

Alabama can be proud of your accomplishments and successes, and as a result, the development of a comprehensive, continuous professional development system has been established. We must continue to move onward and upward with innovative ideas through your educational expertise. Through the efforts of each of you, the faculty and staff of the community, junior and technical colleges, Alabama has reached another milestone of success.

With best wishes and kindest regards, I am

Sincerely,

*George C. Wallace*  
George C. Wallace



## MESSAGE FROM THE STATE BOARD

Business and industry has traditionally been a leader in providing for professional growth for its employees. They continually strive to keep their personnel up-to-date in the state of the arts.

Learning should be a lifelong experience for if one ceases to learn then one ceases to live. Through the efforts of Governor George C. Wallace and the approval of the Alabama State Legislature, an appropriation has been provided for the second year of the professional development in the two-year college system.

The State Board of Education has enthusiastically supported these endeavors and Chancellor Charles L. Payne and the Professional Development Task Force has provided the leadership. The two-year college system personnel are to be commended for the planning and implementation of this nationally recognized professional development program.

November 6, 7, and 8 mark the second year of a comprehensive professional development program for the two-year college personnel. The 30 workshops, which involve faculty, counselors, and librarians, will take place on 23 two-year college campuses within our state. On April 2, 3, and 4, all personnel will participate in the April Conference in Mobile which includes 60 workshop disciplines. Other various activities are being planned for the two-year college personnel on individual campuses and with individual disciplines during the coming year.

We are proud of Dr. Payne, of the Professional Development Task Force, and of all two-year college personnel for their leadership efforts in providing for growth for themselves and for the future leaders of America.

The two-year college system includes students of all ages which proves that age is no barrier for learning - all seek to learn. Let us continue forward in the quest for knowledge and never forget that learning is a treasure that follows its owner everywhere.

*John M. Tyson, Jr.*  
John M. Tyson, Jr.  
Vice Chairman of the  
State Board of Education



# NOVEMBER WORKSHOP INFORMATION

The November Professional Development Conference is slowly coming together. Pre-registration has been completed and the agendas are in the hands of the chairpersons to be distributed at each workshop.

Directories, containing all agendas, have been dispersed to each campus for the convenience of the participants.

The following information provides the workshop location, workshop chairperson, and registration sites for each workshop.

## AGRI-BUSINESS WORKSHOPS

Bessemer State Technical College  
Fred Kapp, Chairperson  
Registration: Faculty/Staff Dining Room

## AIR CONDITIONING WORKSHOP

Muscle Shoals State Technical College  
Alden Thigpen, Chairperson  
Registration: BOE Drafting Bldg., Seminar Room

## AUTO BODY WORKSHOP

Carver State Technical College  
James Cheeseboro, Chairperson  
Registration: Body Shop, Building D

## AUTO MECHANICS WORKSHOP

Bessemer State Technical College  
Roy Trucks, Chairperson  
Registration: Millsap Industrial Training Center

## AVIATION WORKSHOP

Alabama Aviation & Tech. College for Aviation  
Hanger One, Fulton County Airport,  
Atlanta, Ga. for Maintenance & Avionics  
Joseph R. Stroud, Chairperson  
Registration: Same as above

## BEHAVIORAL SCIENCES

Chattahoochee Valley State Jr. College  
Dr. Fred Lacy, Chairperson  
Registration: Learning Resource Center

## BUSINESS WORKSHOP

Jefferson State Junior College  
Dr. David Hearn, Chairperson  
Registration: Fitzgerald Student Center

## COSMETOLOGY AND BARBERING WORKSHOP

Reld State Technical College  
Gloria Wallace, Chairperson  
Registration: Cosmetology Department

## CONSTRUCTION TRADES WORKSHOP

Ingram State Technical College  
Joe Carter, Chairperson  
Registration: Conference Room of the  
Administration Building

## COUNSELORS WORKSHOP

Calhoun State Community College  
Dr. Jo Beene, Chairperson  
Registration: Fine Arts Building

## DIESEL MECHANICS WORKSHOP

Shelton State Community College  
Luther Morrison, Chairperson  
Registration: Diesel Shop Building

## DRAFTING WORKSHOP

Gadsden State Community College  
Donald Jerrells, Chairperson  
Registration: Jarvis Hall

## ELECTRICITY/ELECTRONICS WORKSHOP

Calhoun State Community College and  
Drake State Technical College  
William Stancil, Chairperson (Calhoun)  
Bobby Petty, Chairperson (Drake)  
Registration: Calhoun Technical College  
Administration Building

## ENGLISH WORKSHOP

Wallace State Community College, Dothan  
Dr. John McMillan, Chairperson  
Registration: Lobby, Houston Ballroom, Ramada Inn

## FINE ARTS WORKSHOP

Snead State Junior College  
Rebecca Lancaster, Chairperson  
Registration: Administration Building

## FOOD SERVICE WORKSHOP

Trenholm State Technical College  
Mary Ann Ward, Chairperson  
Registration: Cafeteria

## GRAPHIC ARTS WORKSHOP

Southwest State Technical College  
Paul Kersey, Chairperson  
Registration: Classroom, Graphic Arts Building

## HPER WORKSHOP

Jefferson Davis State Junior College  
Floyd Adams, Chairperson  
Registration: Neal Colonial Center

## INDUSTRIAL SEWING WORKSHOP

Wallace State Community College, Hanceville  
Sylvia McGukin, Chairperson  
Registration: Student Union Building

## LEARNING RESOURCES WORKSHOP

Lurleen B. Wallace State Junior College  
Sandra King, Chairperson  
Registration: Lobby, Dixon Center for Performing Arts

## MACHINE TECHNOLOGY WORKSHOP

Wallace State Community College, Hanceville  
Herb Black, Chairperson  
Registration: Student Center Lobby

## MATHEMATICS WORKSHOP

Gadsden State Community College  
George Beaube, Chairperson  
Elise Yancey, Chairperson  
Registration: Browder Hall, Room 106

## NATURAL SCIENCES WORKSHOP

Shelton State Community College  
Dr. Lee Albritton, Chairperson  
Registration: Stafford Inn, Hotel Lobby

## NEW TEACHER INSTITUTE WORKSHOP

Bessemer State Technical College  
Don Tomlinson, Chairperson (Athens State)  
Registration: Millsap Ind. Training Center

## NURSING AND ALLIED HEALTH WORKSHOP

Wallace State Community College, Hanceville  
Hazel Outlaw, Chairperson  
Registration: Student Center Lobby

## SMALL ENGINES WORKSHOP

Patterson State Technical College  
John Kempf, Chairperson  
Registration: Administration Building Room 115C

## SOCIAL SCIENCES WORKSHOP

Bishop State Junior College  
Frances Smith, Chairperson  
Registration: Library Circulation Desk

## TRUCK DRIVING WORKSHOP

Walker State Technical College  
James Campbell, Chairperson  
Truck Driving School Building 900

## UPHOLSTERY WORKSHOP

Wallace State Community College, Dothan  
James Nelms, Chairperson  
Registration: Upholstery Shop

## WELDING WORKSHOP

Wallace State Community College, Selma  
Roger Carter, Chairperson  
Registration: Administrative Building

The North River Yacht Club in Tuscaloosa, Alabama, was the setting for a professional development in-service day for the faculty of the Junior College Division of Shelton State Community College. Dr. John Johnson, Academic Affairs Specialist, Postsecondary Education Department, was the guest speaker. The workshop theme was "Focusing on Retention as a Commitment to Student Success."

L-R: Dr. John Johnson, Dr. Arthur Howington, Academic Dean;  
Dr. Tom Umphrey, Vice President.





# PROFESSIONAL DEVELOPMENT FOR NEW TEACHERS

Dr. Charles Payne appointed an advisory committee to study and make recommendations concerning the new teacher program for the technical college instructors. The committee, comprised mainly of Alabama technical deans, was charged to develop a comprehensive on-going program for the new teachers entering the two-year system.

Athens State College, as the only upper division college in the two-year system, was requested and accepted the responsibility of coordinating the new teacher institute activities which are part of the Postsecondary Professional Development program.

The overall goal of the New Institute is to provide new instructors with basic teaching and instructional planning techniques. These techniques will enable the new instructors to prepare and provide a more effective instructional program.

Session I of Cycle I was conducted at Bessemer State Technical College on September 20, 1985. Seventeen instructors from throughout the state attended the one day session. Session II will be held November 6, 7, and 8 at the same location.

Dr. Don Tomlinson, Director/Assistant Professor of Vocational Education at Athens State College extended the welcome, introduced the presenters and guests, and provided an overview of the New Teacher Institute.

The highlight of the session was an address by Dr. Charles Payne, Chancellor of Postsecondary Education, who shared his positive outlook for the continued growth and improvement of vocational education in Alabama. Dr. Payne also expresses his commitment to the New Teacher Institute and for a continuous professional development program for all instructors.

Mr. Jack Kerby, Dean of Instruction at Hobson State Technical College, provided the new instructors with pertinent information about the who, what, where, when, why, and how of vocational education in the state of Alabama.

"Teaching and Learning" was the topic of Dr. Bob

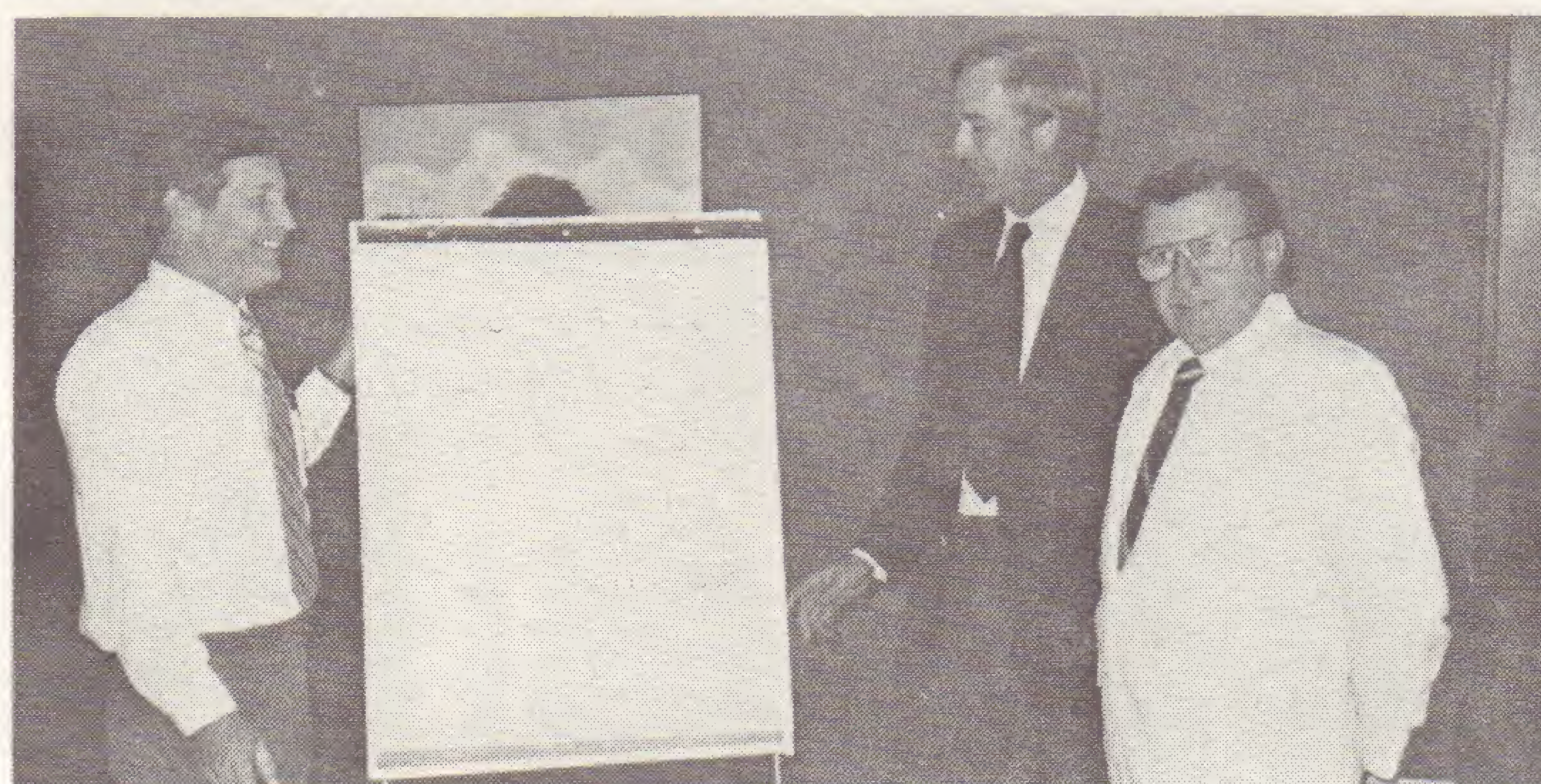
Murphree, Chairperson of the Division of Education at Athens State College. Dr. Murphree supplied the new instructors with the basic principle of the teaching and learning process. He provided encouragement for these instructors to become involved in activities that would provide a self-renewal system to prevent burnout.

Dr. Jim Selman, Associate Professor of Adult and Vocational Education at Auburn University furnished the new instructors with the fundamental techniques of teaching and retaining the adult learner.

An overview of the importance of V I C A in the instructional program was stressed by Dr. Tom Terry, Department of Postsecondary Education and he also discussed the certification process.

Mr. Alfred Stone, Teacher Educator of Alabama A&M University provided an overview of the program standards and their use.

Guests attending the New Teacher Institute were Dr. Larry McCoy, Dean for Student Development and Mr. Othel Washington, Director of Cooperative Education and Career Placement, both of Athens State College and members of the New Teacher Advisory Committee.



L-R: Dr. Tom Terry, Alabama Department of Postsecondary Education, Dr. Don Tomlinson, Athens State College, Dean Jack Kerby, Hobson State.

## 1985-86 ASSOCIATION OFFICERS FOR STATE TWO-YEAR COLLEGES

On October 17, Dr. Charles Payne met with the presidents of all state two-year college associations to plan and coordinate activities planned for 1985-86. The presidents shared information about their associations and Dr. Payne and his staff brought the association presidents up-to-date on activities planned through-out the system.

The following list contains the officers for the 1985-86 Alabama two-year college associations. If any of these organizations would like to highlight various activities during the year for the Professional Development News, please forward to Department of Postsecondary Education, Knox Hall, 419 South Perry Street, Montgomery, AL 36104.

### ALABAMA COUNCIL OF JUNIOR AND COMMUNITY COLLEGE PRESIDENTS

President: Gary Branch, Faulkner State Junior College  
Vice President: James R. Allen, Patrick Henry State Junior College  
Secretary: William H. McWhorter, Lurleen B. Wallace State Junior College  
Treasurer: Byron Causey, Alexander City State Junior College

### TECHNICAL COLLEGE PRESIDENTS' ASSOCIATION

President: James C. Bailey, Wallace State Community College/Hanceville  
Vice President: Malcolm Jones, Atmore State Technical College  
Secretary/Treasurer: Earl Roberson, Carver State Technical College

### ACADEMIC DEANS' ASSOCIATION

President: Ken Hudson, Patrick Henry State Junior College  
Vice President: Joe Morris, Jefferson State Junior College  
Secretary: Charles Henson, Bishop State Junior College  
Treasurer: Imogene Mixson, Wallace State Community College/Dothan

### TECHNICAL DEANS' ASSOCIATION

President: Jack Kerby, Hobson State Technical College  
Vice President: Jimmy Jones, Alabama Aviation and Technical College  
Secretary: Tom McLeod, Calhoun State Community College  
Treasurer: Steve Franks, Patterson State Technical College

### ALABAMA STATE BUSINESS OFFICERS' ASSOCIATION

President: Robert Faulkner, Wallace State Community College/Selma  
Vice President: Al Cox, Bessemer State Technical College  
Secretary/Treasurer: Debbie Dahl, Department of Postsecondary Education

### DEANS OF STUDENTS' ASSOCIATION

President: Jo Beene, Calhoun State Community College  
Vice President: Humphrey L. Lee, Shelton State Community College  
Secretary/Treasurer: Tommy Gilmore, Southwest State Technical College

### ALABAMA JUNIOR AND COMMUNITY COLLEGE ASSOCIATION

President: Gary Branch, Faulkner State Junior College  
Vice President/President-elect: Janice Roberts, Jefferson State Junior College  
Secretary: Gwyn Powell, Faulkner State Junior College  
Treasurer: Roger Handley, Brewer State Junior College

### COUNCIL FOR ALABAMA RESOURCE DEVELOPMENT

President: George Terrell, Alexander City State Junior College  
Vice President: Roger Handley, Brewer State Junior College  
Secretary/Treasurer: Frances Mauldin, Wallace State Community College/Hanceville

### DIVISION CHAIRPERSONS

President: Ann Chard, Chattahoochee Valley State Community College  
Vice President/President-elect: Alice Villadsen, Calhoun State Community College  
Treasurer: Cecilia Holt, Calhoun State Community College  
Secretary: Sharon Deck, Shelton State Community College



## DISPLACED HOMEMAKERS

A professional development workshop for project directors of displaced homemakers/single parents and sex bias elimination programs was recently held at Knox Hall. The meeting was attended by representatives from 25 state two-year colleges.

Featured speakers included Jill Miller of Washington, D.C., national director of Displaced Homemaker Project; Charlotte Gore of Tampa, Florida, vocational equity specialist, State of Florida Department of Education; and Ann Turnham Smith of Montgomery, Alabama, vocational equity specialist, Alabama State Department of Education. Presenters spoke to the group about the importance of national networking, essential program components and guidelines for program management.

Mrs. Smith, who has spearheaded efforts to increase state and federal funding for these programs, was awarded a plaque recognizing her outstanding leadership. Twenty-three state two-year colleges are offering displaced homemaker programs and 12 institutions are offering sex bias elimination programs this fall. Previously, there were only five of the former programs and none of the latter in postsecondary education in Alabama.



Chancellor Payne presented a plaque to Ann Turnham Smith in recognition of her outstanding leadership.

## NORTH CAROLINA LOOKS AT ALABAMA TWO-YEAR SYSTEMS

Robert W. Scott, state president of the Department of Community Colleges in North Carolina, recently met with Chancellor Charles L. Payne to gather facts and information about Alabama's two-year college system. Three staff members accompanied Scott on his visit to Knox Hall--Dr. Edward H. Wilson Jr., executive vice president; Thomas C. King Jr., vice president for finance; and Sanford C. Shugart, vice president for programs.

The day-long meeting focused on administrative, budgetary and programmatic procedures. Discussions featured an overview of Alabama's two-year college system; governance of the system; organization of the chancellor's office; long-range planning through Directions '84, Decisions '85 and Dimensions '86; professional development programs; fiscal operations; program planning and approval; and personnel evaluations. Assisting Dr. Payne in leading the discussions were Dr. Linda C. Wilson, executive assistant to the chancellor; Debra Dahl, director of fiscal services; and Dr. John Johnson, associate director of academic affairs.



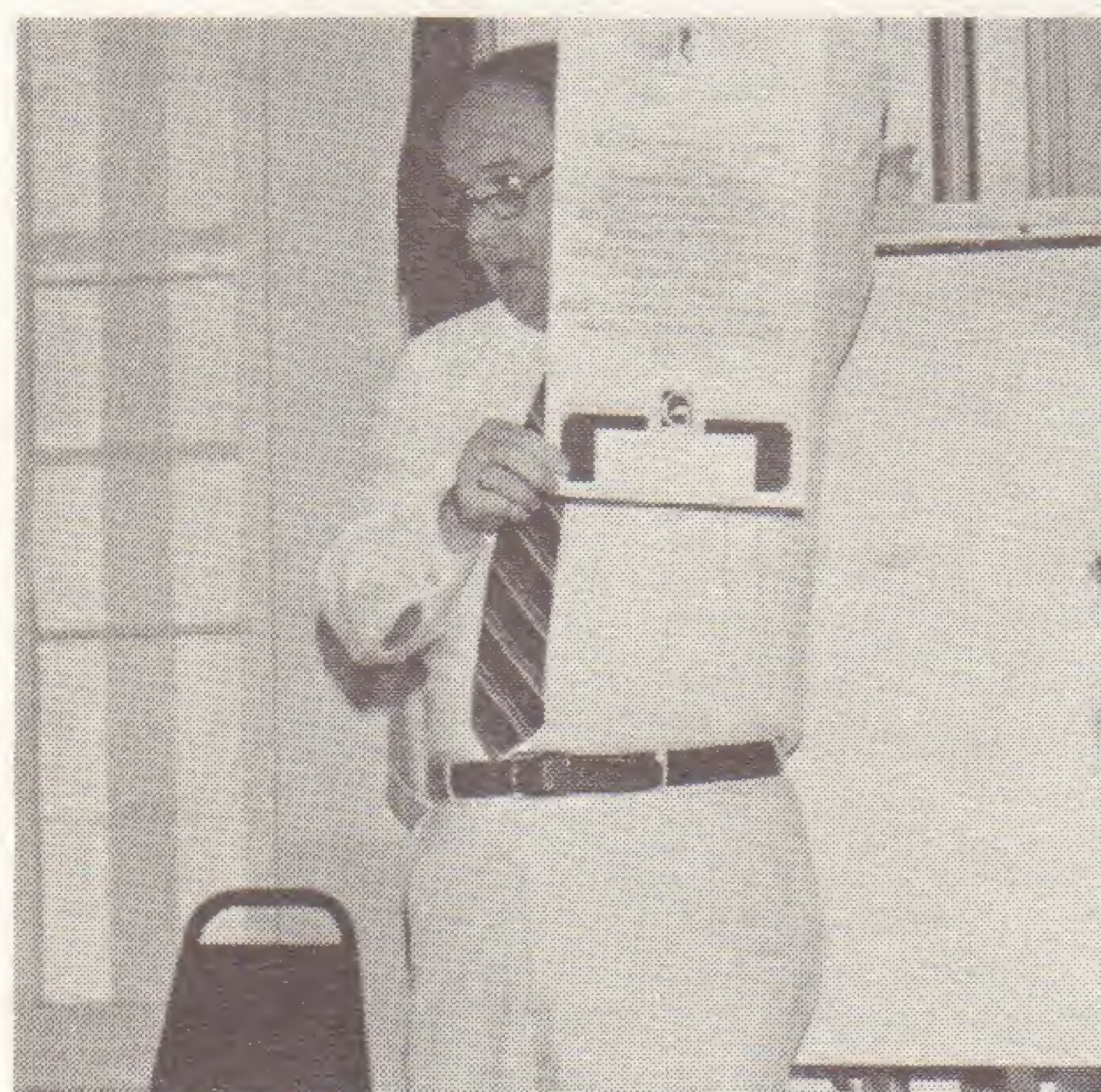
Persons attending the meeting included Debra Dahl (front row, left), President Scott, Chancellor Payne, Dr. Linda Wilson, Dr. John Johnson (back row, left), Thomas King, Sanford Shugart, and Dr. Edward Wilson Jr.

## PROFESSIONAL DEVELOPMENT FOR PUBLIC RELATIONS

Public information directors representing 32 community, junior and technical colleges met at Knox Hall on August 1-2 for the system's first separately-held public relations workshop.

The two-day event focused on five major areas--marketing, effective public relations, photography, layout and design and media relations. Featured speakers included Duncan Black, president, Cunningham, Black and Farley; Chris Conway, media representative, Alabama Power Company; Mel Price, national certified photographic counselor; Nancy Hartsfield, associate professor of art and instructor of graphic design, Auburn University; Betsy Butgereit, features editor, Alabama Journal; Robert Bouchillon, public service director, WSFA-TV; and Larry Stevens, general manager, WHYY radio. Each presenter shared tips and information

designed to expand attendees' public relations skills and knowledge.



Duncan Black shared creative marketing ideas with the group.



## NOTED PSYCHOLOGIST VISITS ATHENS STATE COLLEGE CAMPUS

Wearing a bright yellow rose and walking with the aid of a cane, Dr. B. F. Skinner, noted psychologist, spoke before a packed house at a two-day seminar at Athens State College.

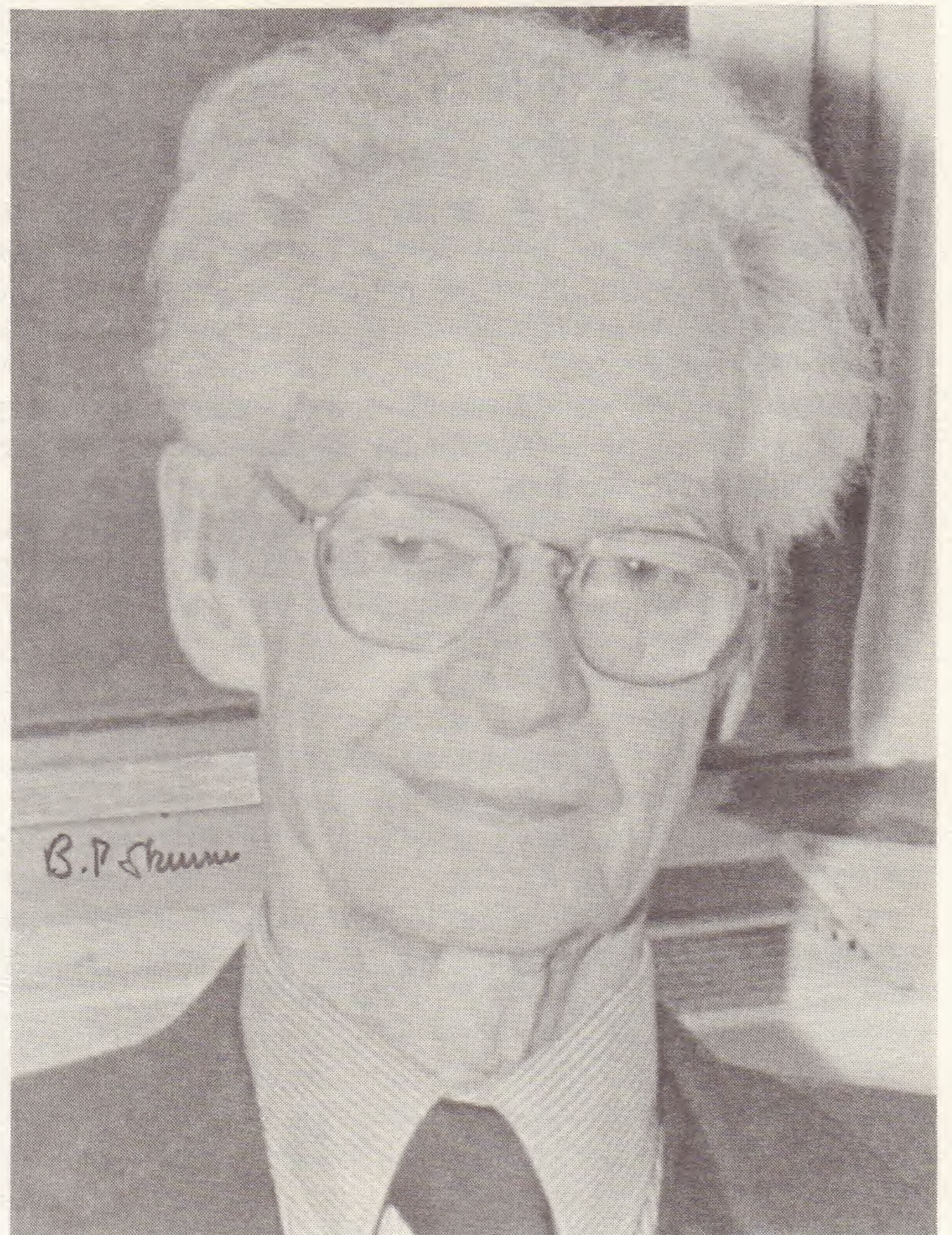
Dr. Skinner addressed several topics including praise for use of computers as "new teaching machines and learning tools". Along with praise for the new computer, the man whose pre-microchip teaching machine--the "Skinner Box" also spoke with authority on subjects ranging from the effect of shortened national attention spans to the quality of Archie Bunker television commercials.

Burrhus Frederick Skinner developed techniques for the study of "operant" behavior, in which probability-or rate of response- is emphasized in both pure and applied research. His Skinner Box used those techniques with rats, and although most of his work has involved rats and pigeons, he has extended his techniques to humans in the study of psychotic behavior, the analysis of verbal behavior, the design of instructional devices, the care of infants, and the analysis of cultures.

His latest book, "A Matter of Consequences" is currently in press and will be available in 1986.

In addition to Dr. Skinner's presentation, the seminar included six workshops on various subjects led by professionals in the field. Dr. Mark Durm, Assistant Professor of Psychology at Athens State was instrumental in securing Dr. Skinner.

This seminar was sponsored by the Athens State College Psychology Department under the chairmanship of Dr. Joe Slate; The North Central Alabama Mental Health Center, the Limestone County Mental Health Association, and Psi Chi National Honor Society, Athens State College Chapter.



**Noted psychologist B. F. Skinner, inventor of the famous "Skinner Box" and a founder of many teaching theories, was the keynote speaker during an education seminar at Athens State College this week. Dr. Skinner, 81, addressed a sold-out crowd of 315 at ASC Thursday morning and never referred to notes as he addressed a wide range of topics and endorsed with unbounded zeal the use of computers as "new teaching machines."**

## BEHIND THE SCENES

Professional Development does not take place by accident! In order to provide a quality program much planning and preparation must be done as illustrated by the Workshop Planning for November 1985 Chairpersons meeting held in Montgomery.

Professional Development Director, Dr. John Johnson and Coordinator, Dr. Imogene Mixson presented an overview of the Chairpersons Workshop Manual to the chairpersons for each discipline of the November Professional Development Conference. These chairpersons were charged with the responsibility of providing leadership in the development of quality learning experiences for the faculty, counselors, and librarians throughout the two-year college system.





## ALABAMA TECHNICAL DEANS MEETING

The Alabama Technical Deans Association met at Joe Wheeler State Park on October 13-15, 1985. President Jack Kerby from Hobson State Technical College presided and brought everyone up-to-date on the Southern Association standards changes.

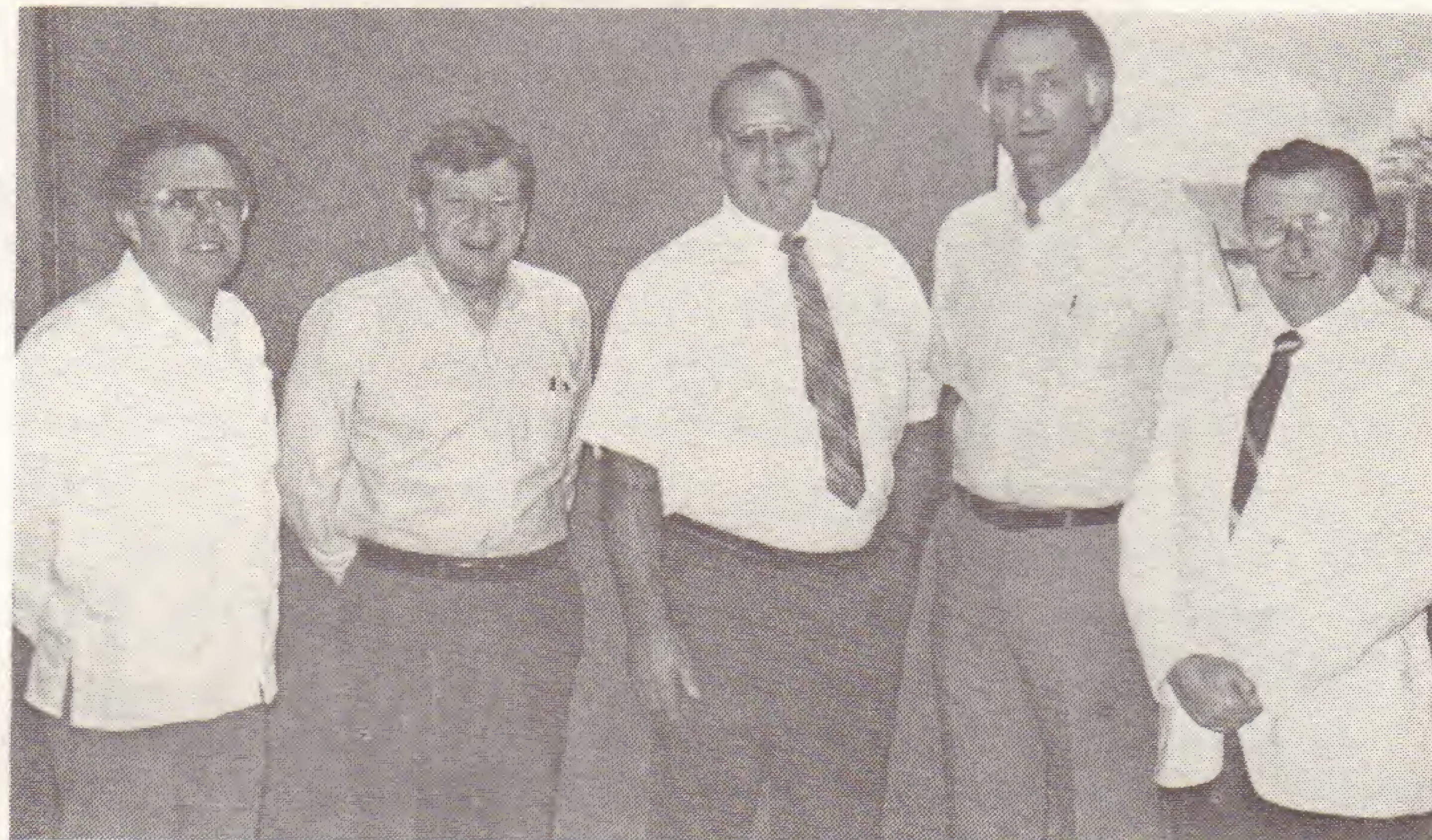
Dr. Tom Terry from the Department of Postsecondary Education discussed the common department codes and program review standards.

Dr. Ken Eaddy, V-Tech Consortium, Southern Association of Colleges and Schools gave pertinent information concerning curriculum standards. He addressed the technical deans with implementation in how they will be involved in planning curriculum standards.

Mr. James Kendrick, Coordinator of Vocational Curriculum Unit presented a report on the National Curriculum Network and Dr. Tom McLeod, Dean of Calhoun State Community College reported on the American Technical Education Association.

Dr. Larry McCoy, Athens State College, gave a report on Professional Development activities planned for 1985-1986

and Dr. Don Tomlinson, Director of the New Teacher Institute, Athens State College, gave a report on the September New Teacher Institute program and reviewed the November program for new teachers.



**Technical Dean Officers (L-R): Dr. Steve Franks, Patterson Technical, Dr. Tom McLeod, Calhoun Community College, Dean Jimmy Jones, Alabama Aviation, Dean Ed Blake, Bessemer State, Dean Jack Kerby, Hobson State.**

## TWO-YEAR COLLEGE PERSONNEL ADVANCING

**National Center for Higher Education Management Systems.** Dr. John A. Johnson, Associate Director of Academic Affairs, recently participated in the annual conference of the National Center of Higher Education Management Systems (NCHEMS). NCHEMS is dedicated to improving the management capabilities of colleges and is one of the most credible sources of information, innovation, and research in the nation.

The conference theme, "Managing for Institutional Effectiveness," was supported by Dr. Alexander Astin and Dr. Ken Mortimer, two of higher education's most respected advisors on instructional quality, in addition to the NCHEMS staff. Information from the conference should assist in several of our projects including the April Professional Development Conference which will follow a similar theme.

The Division of Technologies at Jefferson State in Birmingham has just reached a tremendously exciting goal. Accreditation by the American Board of Engineering Technologists (ABET) was awarded to Jefferson State in early August for Electronic Engineering Technology. This is the first two-year program to be accredited by ABET in the state of Alabama. Technologies Chairman Lonnie White said, "ABET accreditation for Electronic Engineering Technology at Jefferson State tells employers that this program has an extremely high level of competence. The ABET accreditation is a plateau that no other two-year college has reached in Alabama."

Lucy Kubiszyn, director of public relations, Shelton State Community College in Tuscaloosa, has been elected director, District II, National Council for Community Relations. NCCR is an organization composed of public relations officers from two-year institutions across the United States and is an affiliate council of American Association of Community and Junior Colleges. Kubiszyn will be responsible for colleges in Alabama, Florida, Mississippi, Georgia, Kentucky, North Carolina and South Carolina. Kubiszyn recently returned from a fall planning meeting. NCCR will host its annual convention in Dallas March 4 - 7, 1986.





With aviation fast becoming one of Alabama's major industries, it has become imperative that Alabama Aviation and Technical College establish professional development activities directly with the leaders in the field of aviation technology. James G. Sasser, President of Alabama Aviation and Technical College, has done just that. These past two years were highlighted by faculty and administration visits to Grumman Aerospace in New York, Lockheed in Georgia, Federal Express in Memphis, Boeing Commercial in Seattle, Sikorsky in Connecticut and most recently (this summer) to Boeing Vertol in Philadelphia, Pennsylvania.

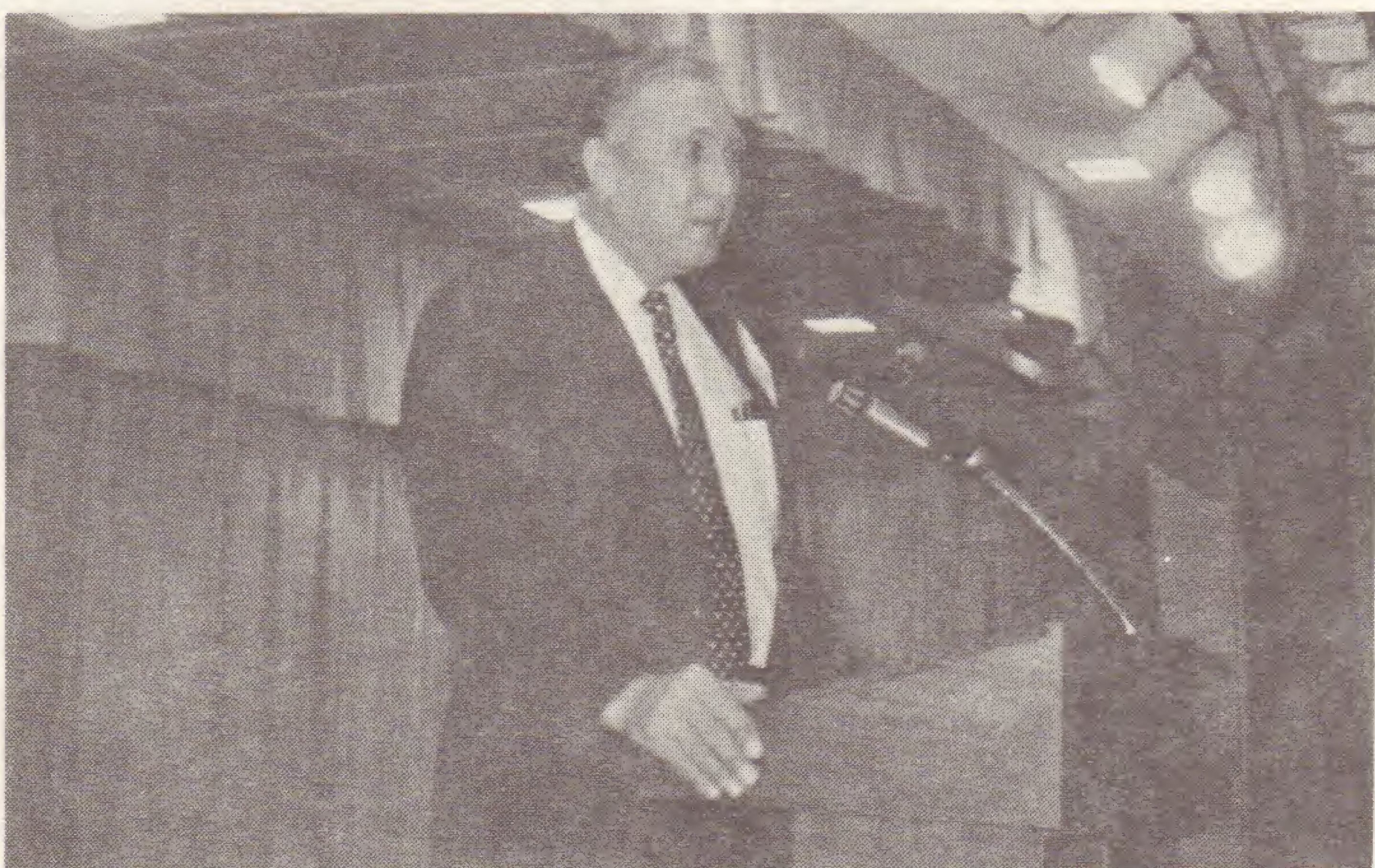
President Sasser met with Mr. Joe Mallen President of the helicopter manufacturing division of Boeing Corporation. The meeting produced considerably strengthened ties between the industry and the training program--ties that will lead to curriculum improvements and additions, as well as field knowledge for job placement activities for the college.



**Boeing Vertol President Joe Mallen (far right) presents President Sasser with model Ch. 470 helicopter to commemorate the college's first site visit to Boeing. Also pictured: Gene Hughes, Mayor of Daleville, Alabama, and Sandra Flowers, Director of Development for the college.**

#### **MCKINNEY KEYNOTE SPEAKER**

Dr. Charles McKinney, chairman of the 1984 self-study visiting committee to Northeast Alabama State Junior College, provided a stimulating program of professional development for the faculty.



**Dr. Charles L. McKinney (President, Tarrant County Junior College, Fort Worth, Texas) addressing faculty, staff, and administration of Northeast Alabama State Junior College.**

Dr. McKinney congratulated the college and the president, Dr. Charles M. Pendley, on the recent reaffirmation with Southern Association. He addressed the recent changes from the **Standards** to the **Criteria** for Southern Association review, mentioning that the emphasis is now on strategic planning for the future and an ongoing qualitative evaluation.

The speaker noted that with current economic conditions, nearly all colleges are in tight financial times and will have to accomplish more with less during the next several years.

The American Society for Public Administration, a national professional organization dedicated to better government and excellence in public service, recently sponsored a two-day conference in Montgomery titled "Advancement of Women in Public Administration." The conference theme, In Search of Excellence, was developed through an outstanding program of workshops covering such subjects as "The Healthy Woman," "Leadership Styles for Better Management" and "Do You Qualify To Be Superwoman?"

Attending from the Department of Postsecondary Education were Dr. Linda Wilson, executive assistant to the chancellor; Debra Dahl, director of fiscal services; Julie DeBardelaben, coordinator of public information; and Ida Reinhardt, coordinator of displaced homemaker programs. Dr. Wilson served as a panel member for two workshop sessions on "Today's Woman and Executive Excellence."

Faculty and staff at Northeast Alabama State Junior College are showing initiative in their own professional development; they are taking courses during the summer, at extension centers, by correspondence, and on leaves of absence specifically for study.

Elaine Brookshire, English Instructor, recently completed courses entitled "The American Novel Since 1945" and "American Short Story" at the University of Alabama Gadsden Center. She is currently enrolled in "Writing Professional Nonfiction."

Larry Holland, Instructor of Chemistry and Mathematics, is pursuing his doctorate in the UA Administration and Instructional Leadership program at Huntsville.

Ben Knox, Counselor and Psychology Instructor, is involved in the Ed.D. (Higher Education) program with Nova University in Florida. He is currently taking "Politics, Law, and Economics" and recently has had courses entitled "Learning Theories" and "Research Statistics."

Dan Knox, Music Instructor, took courses at the UA campus this past summer. These courses included "Music Research," "Choral Techniques," "Private Trombone," "Instrument Repair," and two seminars. He is enrolled the doctoral program at UA.

Elaine Marshall, Assistant to the Dean of Instruction, recently completed "Educational Planning" (I & II) at the UA Gadsden Center. Skills developed are being put to work on institutional planning, with the involvement of all divisions at Northeast. Elaine also completed "Financing Higher Education" at UA this past summer, during a five-week leave of absence.

Marilyn Williamson, English Instructor, is spending the year at the University of Pennsylvania, where she is completing coursework toward the doctorate.



## CHANCELLOR'S PERSPECTIVE

The fundamental goals of the Professional Development System is to increase institutional effectiveness comprehensively. To do so, the Professional Development Task Force has designed a multi-faceted approach to improvement and quality assurance.

In addition to further developing knowledge and skills, all of us must also learn new ways of viewing our jobs and our responsibilities. It is a far more basic significant question to ask "Are we doing the right things" than to ask "Are we doing things right." To answer this more basic question requires an openness to new ideas, a knowledge of successful approaches used by others, a close interaction with our clients (including students, employers, and other educators), and a willingness to innovate, to test new ideas, to risk.

But most importantly, each of us must have a commitment to be the best we can be. A belief in being the best and a willingness to challenge ourselves and each other is the key to excellence.

We maintain an unwavering belief that a comprehensive Professional Development System is essential both to answering this basic question and to nurturing the belief in being the best. The quality and value of our efforts to date, made possible by extensive faculty/staff involvement, have demonstrated that Alabama's community, junior, and technical colleges can be the best in the nation.

With a continuing commitment to personal growth and support for professional development of others throughout the system, we will prove worthy of that distinction.

The vitality of the state economy and the quality of life of Alabama citizens will be enhanced by our efforts.



Charles L. Payne  
Chancellor

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